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Approved For Release 2004/02/12 : CIA-RDP78B05703A000400080068-0

NPIC/D-62-70

24 FEB 1970

MEMORANDUM FOR: Chief, Administrative Staff, O/DDI

SUBJECT : Fitness Report Ratings

Bob:

1. I must object to the use and arrangement of the rating words in the new Fitness Report form. I am objecting not only from an academic point of view -- the new ratings are a handicap to the supervisors.

2. First, the rating of "Proficient" is explained on the form as: "Performance is satisfactory. Desired results are being produced in the manner expected." This is a wholly inaccurate use of the word -- misleading by dictionary and common usage standards of meaning. "Proficient" means "highly competent; skilled", which is a far cry from satisfactory.

3. Second, this misuse of the word "proficient" is compounded by the next lower rating being "Marginal", and the next higher rating being "strong." If one interprets "proficient" as meaning satisfactory, then it is a long jump up to "strong." If one interprets "proficient" as meaning highly competent, then it is a long jump down to "marginal." You cannot have it both ways.

4. I anticipate that many raters and subjects of ratings are going to be confused in their use and interpretation of "proficient", with some viewing it one way and some viewing it another way. In short, a form which was intended to cause a common viewpoint and application of standards is going to cause the opposite.

5. If we must use ratings, then we should use "proficient" properly, eliminate "strong" because it means the same as "proficient", and introduce a "satisfactory" between "proficient" and "marginal."

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Executive Director
National Photographic Interpretation Center

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